

Aruba Esso News

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May 21, 1955



E. M. WADE accepts congratulations from acting General Superintendent F. W. Switzer on the occasion of Mr. Wade's 30th year with the Company. Mr. Wade was presented his 30 year pin May 11.

E. M. WADE ta acepta felicitacion for di Superintendente General F. W. Switzer na ocasion di 30 anja di servicio di Sr. Wade cu Compania. Sr. Wade a worde presentá su boton di 30 anja Mei 11.

E. M. Wade Receives 30-Year Recognition

At the regular management staff of May 11, E. M. Wade of Process Utilities Division received a 30-year service emblem and certificate. The presentation was made by acting General Superintendent Fred W. Switzer.

Mr. Wade, assistant division superintendent, began his 30 years of company service with the Mexican Petroleum Corporation of Louisiana in January, 1925. His first position was that of a powerhouse operator. In December, 1928 he was transferred to Aruba as second class machinist in Utilities.

He was promoted to powerhouse operator in February, 1929 and assistant general foreman of Utilities in January, 1938. He was promoted to his present position in December, 1953.

During his Aruba tenure, Mr. Wade has not had a lost-time injury.

Wade a Recibi Boton di 30 Anja

Durante e reunion regular di management staff Mei 11, E. M. Wade di Process-Utilities Division a recibí un emblema di 30 anja di servicio y certificado. E presentacion a worde haci door di Superintendente General Fred W. Switzer.

Sr. Wade, assistant division superintendent, a cuminsa su 30 anja di servicio cu compania cu Mexican Petroleum Corporation di Louisiana na Januari, 1925. Su promer posicion tabata como powerhouse operator. Na December 1928 el a worde transferi pa Aruba como un machinist segunda clase den Utilities.

El a worde promovi pa powerhouse operator na Februari 1929 y assistant general foreman di Utilities na Januari 1938. El a worde promovi pa su posicion actual na December 1953.

Durante su servicio na Aruba, Sr. Wade no tabatin ningun accidente cu a causa perdida di tempo.

Schedule of Paydays

Semi-Monthly Payroll
May 1 - 15 Tuesday, May 24
Monthly Payroll
May 1 - 31 Thursday, June 9

Four Veteran Employees Plan Retirement

Four veteran Lago employees will leave Aruba within the next three months on furlough preceding retirement. They are Robert J. Kennerty, Lewis G. Harris, James T. Faris and Frank Macrini.

Mr. Kennerty, a foreman — Boiler, was first employed in 1933 as a



R. Kennerty



J. T. Faris



F. Macrini

boilermaker first class. In 1934 he was promoted to tradesman first class and subsequently served as subforeman second and first class, tradesforeman and zone foreman-Boilermakers.

Mr. Harris was originally hired as an operator third class — Pressure Stills in 1934. He became an operator second class, assistant operator in the Pressure Stills and Gas Plant and will retire as an operator in Catalytic and Light Ends.

First hired in 1937 as an operator
(Continued from page 1)

Aruba Esso News To be Printed In Oranjestad

For 14½ years — ever since its inception Dec. 18, 1940 — the Esso News has been printed in the shop of the Curacaoche Courant. With this issue it breaks this long and friendly association in favor of a shop "closer to home" — the Aruba Drukkerij in Oranjestad.

Both the publication and the printshop have grown substantially since the first issue appeared over 14 years ago. The company newspaper has tripled its size and news coverage while the shop progressed from small antiquated quarters and equipment in old Fort Amsterdam to its own modern two-story building.

The June 4 issue of the Esso News will be the Aruba Drukkerij's first.

Cuatro Empleado ta Planea nan Retiro

Cuatro veterano empleado di Lago lo laga Aruba dentro di e siguiente tres luna cu vacacion precediendo retiro. Nan ta Robert J. Kennerty, Lewis G. Harris, James T. Faris y Frank Macrini.

Sr. Kennerty, un foreman — Boiler, tabata emplea na 1933 como un boilermaker first class. Na 1934 el a worde promovi pa tradesman first class y despues el a traha como subforeman segunda y promer clase, tradesforeman y zone foreman — Boilermakers.

Sr. Harris a worde emplea como un operator tercer clase — Pressure Stills na 1934. El a bira operator segunda clase, assistant operator den Pressure Stills y Gas Plant y lo retira como un operator den Catalytic & Light Ends.

Emplea originalmente na 1937 como un operator promer clase den Utilities — Process, Sr. Faris tabata promovi como operator y a traha como shift foreman, shift breaker pa shift foreman y operators y shift foreman, e grado cu cual el lo retira.

Sr. Macrini tabata emplea como pintor den Technical Service Department — Engineering. El a worde promovi pa engineer B y lo retira na e grado aki.

Election Dates May 25, 26, 27

Twenty-Three Candidates To Vie for 6 LCAC Posts

Twenty-three candidates — 18 nationals and five non-nationals — will compete for six positions on the Lago Commissary Advisory Committee during the coming election Wednesday, Thursday and Friday, May 25, 26 and 27. Of the nationals, eight are petition candidates and are seeking four two-year terms. The fifth opening on the national

slate is for one year to fill the unexpired term of Simon Geerman of the Marine Department who recently resigned.

Of the five non-nationals, three are petition candidates. All are seeking the lone non-national opening. With a shift in nationality percentage, the Lago Commissary Advisory Committee is now comprised of six nationals and two non-nationals.

Six of the candidates are currently members of the committee. Running for reelection are Non-National Stephen Blaize and Nationals Eduardo Erasmus and Mrs. Adeline M. de Vries. Others on the committee, but there by appointment to complete unexpired terms and actually running for election the first time, are Non-National Robert L. Ferguson and Nationals Marco E. Donata and Marciano Arends.

Resume of national candidates: Eduardo Erasmus, levelman in Process — Catalytic and Light Ends, 14 years of service.

Marco E. Donata, assistant operator in Process — Catalytic and Light Ends, 10 years and five months service.

Marciano Arends, electrician B in Mechanical — Electrical Craft, 11 years and 11 months service.

Herman Croes, personnel records clerk II in Mechanical Administration, nine years and eight months service.

Mrs. Adeline M. de Vries, stenographer II in Industrial Relations, three years and nine months service.

Edwin M. Croes, section head in safety office of Industrial Relations, 16 years and one month service.

Miss Pauline Hiemeke, Junior clerk in Mechanical Administration, six years and six months service.

Marco L. Croes, junior materials clerk in Accounting, three years and seven months service.

Luis C. de Palm, junior tabulation machine operator in Accounting, 11 years and two months service.

(Continued on page 2)

Summer Training Applications Ready

Applications for the Company's summer training program for college students are available at the Training Division. Persons interested may obtain an application in person or request one by phone from the Training Division.

Over 25 students have already filed applications.

Lago Directors Are Reelected

Lago Oil & Transport Co., Ltd. Directors T. C. Brown, F. E. Griffin, J. J. Horigan, O. S. Mingus and C. F. Smith were reelected at the annual meeting April 25.

At the organization meeting of Lago's Board of Directors, the following officers were reelected: Mr. Horigan, president; C. E. Lanning of New York and Mr. Mingus, vice-presidents and Mr. Brown, secretary and treasurer.

D. R. Brewer of New York and C. B. Garber were reappointed assistant secretaries and Mr. Garber assistant treasurer.

Directornan di Lago Tabata Reeligi

Directornan di Lago Oil & Transport Co., Ltd. T. C. Brown, F. E. Griffin, J. J. Horigan, O. S. Mingus y C. F. Smith a worde reeligi na e reunion anual April 25.

Na reunion di organizacion di Lago su Junta di Directornan, e siguiente oficialnan a worde reeligi: Sr. Horigan, presidente; C. E. Lanning di New York y Sr. Mingus, vice-presidente y Sr. Brown, secretario y tesorero.

LVS Students, Cub Scouts Write, Record

Boys Are Publicizing Aruba

Two groups of boys are helping publicize Aruba in the United States. Lago Vocational School students are corresponding with the pupils of an ex-LVS instructor in Montrose, Colo.; Lago Colony Cub Scouts are sending a tape-recorded story to fellow Cub Scouts in St. Albans, W. Va.

An exchange of letters between students of the two schools was first proposed by R. V. Pharis, former assistant LVS principal. Now an English instructor in the Montrose school system, he suggested to his pupils they exchange letters with his former pupils as practice in writing English.

Mr. Pharis wrote to LVS officials who approved the idea as English practice for their students and called for volunteers. Forty-eight third-year boys said they would like to correspond and the school sent their names, ages, addresses, hobbies and other information to Mr. Pharis who paired-off students in both schools as "pen pals."

Earlier this month the first letters, written by the Montrose students, arrived in Aruba. In the main, they described the town which is located in the Rocky Mountains, the school, local sports events. They also contained information about and — in
(Continued on page 2)



RECORDING part of a story about Aruba is Cub Scout Gerloff Katoen, son of Harbor Pilot G. Katoen. Other Cubs who recorded the story written by Den Mother Mrs. G. D. Begin (background) were (left to right)

Gary Schlageter, Bill Beaty, Michael Friel and Barry Norris. GRABANDO parti di un storia tocante Aruba ta padvinder Gerloff Katoen, yiu di Loods G. Katoen. Otro padvindernan kende a graba e storia scirbi door di den Mother Sra. G. D. Begin (atras) tabata (robez pa drechi) Gary Schlageter, Bill Beaty, Michael Friel y Barry Norris.

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LCAC Election Candidates



E. Erasmus



M. E. Donata



M. Arends



H. Croes



Mrs. A. M. de Vries



E. M. Croes



Miss P. Hiemcke



M. L. Croes



L. C. de Palm



C. Z. de Cuba



A. le Grand



J. H. Robles



H. E. Reeberg



J. P. Falconi



A. T. Henriquez



H. E. Garcia



S. Boekhoudt



E. H. Tjin-Kon-Fat



S. Blaize



R. L. Ferguson



H. E. Fung

Eleccion Mei 25, 26, 27

23 Candidato ta Corre Pa 6 Puesto den LCAC

Binti-tres candidato — 18 nacional y cinco no-nacional — lo competi pa seis posicion den Lago Commissary Advisory Committee durante e venidero eleccion Diarazon, Diahuebes y Diabierna, Mei 25, 26 y 27. Di e nacionalnan ocho ta candidato pa peticion y ta buscando cuatro termino di dos anja. E di cinco puesto ariba e lista nacional ta pa un anja pa yena e termino incompleto di Simon Geerman di Marine Department kende a tumu retiro recientemente.

Di e cinco no-nacionalnan, tres ta candidato pa peticion. Tur ta buscando e unico vacatura no-nacional. Cu un cambio den proporcionnan di nacionalidad, Lago Commissary Advisory Committee ta consisti awor di seis nacional y dos no-nacional.

Seis di e candidatonan actualmente ta miembro di e comité. Corriendo pa re-eleccion ta no-nacional Stephen Blaize y nacionalnan Eduardo Erasmus y Sra. Adeline M. de Vries. Otronan den e comité, pero como reemplazo pa completa terminonan y actualmente corriendo pa eleccion di promer vez ta no-nacional Robert L. Ferguson y nacionalnan Marco E. Donata y Marciano Arends.

Resumen di candidatonan nacional: Eduardo Erasmus, levelman den Process — Catalytic & Light Ends, 14 anja di servicio.

Marco E. Donata, assistant operator den Process — Catalytic & Light Ends, 10 anja y cinco luna di servicio.

Marciano Arends, electrician B den Mechanical — Electrical Craft, 11 anja y 11 luna di servicio.

Herman Croes, personnel records clerk II den Mechanical Administration, nueve anja y ocho luna di servicio.

Sra. Adeline M. de Vries, stenographer II den Industrial Relations, tres anja y nueve luna di servicio. Edwin M. Croes, section head den safety office di Industrial Relations, 16 anja y un luna di servicio.

Sra. Pauline Hiemcke, junior clerk den Mechanical Administration, seis anja y seis luna di servicio.

Marco L. Croes, junior materials clerk den Accounting, tres anja y siete luna di servicio.

Luis C. de Palm, junior tabulation machine operator den Accounting, 11 anja y dos luna di servicio.

Carlos Z. de Cuba, instructor A den Industrial Relations, tres anja y cinco luna di servicio.

Jacques H. Robles, oil records clerk A den Accounting, 16 anja y seis luna di servicio.

Henk E. Reeberg, junior operations clerk B den Accounting, tres anja y

ocho luna di servicio.

Jacobo P. Falconi, levelman den Process — Catalytic & Light Ends, ocho anja y ocho luna di servicio.

Alfonso T. Henriquez, junior engineer assistant B den TSD — Engineering, siete anja y ocho luna di servicio.

Harry E. Garcia, colony draftsman, Colony Service — Operations, 10 anja y seis luna di servicio.

Sabino Boekhoudt, levelman den Process — Cracking, 10 anja y seis luna di servicio.

Edward H. Tjin-Kon-Fat, junior engineer assistant A den TSD — Engineering.

Resumen no-nacional:

Stephen Blaize, levelman den Process — Catalytic & Light Ends, 15 anja y 10 luna di servicio.

Robert L. Ferguson, senior operations clerk den Accounting, 16 anja y tres luna di servicio.

Henry A. Fung, monthly payroll clerk I den Accounting, 10 anja y seis luna di servicio.

Edmund Fung-A-Fat, operations clerk A den Accounting, 12 anja di servicio.

Samuel E. R. Tulloch, section head di stationery hardware general den Mechanical — Storehouse, 25 anja y siete luna di servicio.

E carchi den forma di time-card lo worde usá. Oranan di eleccion lo ta di 6 a.m. pa 6 p.m.

Transportation Set For Supervisors' Annual Party

Four stops have been scheduled in the bus route for those attending the annual Supervisors' Party May 21. The first stop will be the Main Gate at 5:40 p.m. From Gate No. 1 the bus will proceed to Gate No. 8 where it is scheduled to stop at 5:45. At 5:50 it will stop at the west end of the 900 row in Lago Heights and five minutes later makes its final stop at the Lago Heights Club before heading out to the Aruba Golf Club.

The bus will follow the same route making the same stops after the party beginning at 9:35 p.m.

LCAC Election

(Continued from page 1)

Carlos Z. de Cuba, instructor A in Industrial Relations, three years and five months service.

Arendel Le Grand, junior operations clerk A in Accounting, 13 years and seven months service.

Jacques H. Robles, oil records clerk A in Accounting, 16 years and six months service.

Henk E. Reeberg, junior operations clerk B in Accounting, three years and eight months service.

Jacobo P. Falconi, levelman in Process — Catalytic and Light Ends, eight years and eight months service.

Alfonso T. Henriquez, junior engineer assistant B in TSD — Engineering, seven years and eight months service.

Harry E. Garcia, colony draftsman, Colony Service — Operations, 10 years and six months service.

Sabino Boekhoudt, levelman in Process — Cracking, 10 years and six months service.

Edward H. Tjin-Kon-Fat, junior engineer assistant A in TSD — Engineering, 12 years and seven months service.

Non-national resumes:

Stephen Blaize, levelman in Process — Catalytic and Light Ends, 15 years and 10 months service.

Robert L. Ferguson, senior operations clerk in Accounting, 16 years and three months.

Henry A. Fung, monthly payroll clerk I in Accounting, 10 years and six months service.

Edmund Fung-A-Fat, operations clerk A in Accounting, 12 years of service.

Samuel E. R. Tulloch, section head of stationery hardware general in Mechanical - Storehouse, 25 years and seven months service.

The time card-type ballot will be used. Election hours will be from 6 a.m. to 6 p.m.



S. E. R. Tulloch



E. Fung-A-Fat

Aruba Esso News

Ta Bai Druk

Na Oranjestad

Pa 14½ anja — desde su principio dia 18 di December, 1940 — Aruba Esso News ta worde gedruk den imprenta di Curaçaoische Courant. Cu e edicion aki e ta kibra e asociacion largo y carinoso na favor di un imprenta "mas cerca cas" — Aruba Drukkerij na Oranjestad.

Tanto e publicacion como e imprenta a crece hopi desde cu e promer edicion a sali mas cu 14 anja pasá. E corant di compania a bira tres vez mas grandi y su esfera a bira considerablemente mas grandi mientras e imprenta a progresa for di cuartanan chikito y herment bieu den Fort Amsterdam te na su edificio moderno di dos piso.

E edicion di Esso News di dia 4 di Juni lo ta di promer di Aruba Drukkerij.

Cub Scouts

(Continued from page 1)

some cases — pictures of the writers. LVS boys are now writing their replies. Featured are facts about the island, the vocational school, their lives as students and questions about the United States and Montrose.

The tape recording was the idea of Roland W. Ruff, Cub Packmaster in St. Albans. On a "World Tape Pals" list of recording hobbyists willing to exchange tapes he spotted the name of L. S. McReynolds of Colony Service.

He wrote to Mr. McReynolds, said he was interested in Cub Scout work and asked if Mr. McReynolds would be willing to exchange tape recordings which might be of interest to Cub Scouts.

Mr. McReynolds asked J. B. Opydye of the Mechanical Department who is the Lago Colony Cub Packmaster if he had any ideas. Together they worked up a program which would include a recording of a Cub meeting and a description of life in Aruba. The description was written by Mrs. G. D. Begin, a Den Mother, and recorded by five Cub Scouts.

They were Bill Beatty, Barry Norris, Gary Schlageter, Michael Friel and Gerloff Katoen.

Bill Beatty led off the recording which was made by Mr. McReynolds. "I will tell you something about the island of Aruba," Bill said to the Cub Scouts in St. Albans. "If you look for Aruba on your map you will see just a tiny dot off the northern coast of South America."

He and the other Cubs went on to describe the climate, the constant Trade Winds, the beaches, the sea, the towns, the homes, the various people of the island and their customs, a recent Cub tour of the refinery, their school life and other topics of interest to young boys.

The St. Albans Cubs have promised to reply with a tape recorded description of their town and their lives.

Four Veterans

(Continued from page 1)

first class in Utilities — Process, Mr. Paris was promoted to operator and has served as shift foreman, shift breaker for shift foreman and operators and shift foreman, the grade at which he will retire.

Mr. Macrini was first employed in 1939 as a draftsman in Technical Service Department — Engineering. He was promoted to engineer B and will retire at that grade.

Transportacion pa Party Anual

Cuatro stop a worde poni den transportacion cu bus pa esnan cu ta atende e party anual pa supervisonan Mei 21. E promer stop lo ta Main Gate na 5:40 p.m. For di Gate No. 1 e bus lo sigui pa Gate No. 8 unda cu e ta para 5:45. Na 5:50 e ta para na punta abao di caya 900 na Lago Heights y cinco minuut despues e ta para pa di ultimo vez na Lago Heights Club promer cu e coi rumbo pa Aruba Golf Club.

Employee Representation

What About The Individual Worker?

And what about the individual worker? As one man concerned with his future and the future of his family, how does he feel about the type of representation handling his job-associated affairs. Does he want the independent type of representation under which his own fellow workers are his direct voice to management? Or, does he want a type of representation whereby outsiders come in and do his talking for him? Does he want leaders he knows and over whom he can exercise control? Or, does he want leaders he does not know and perhaps cannot effectively influence with his desires?

There undoubtedly arises a tremendous amount of indecision in an employee's mind when faced with an alternate plan of representation.

There has to be. Since 1936 the individual Lago employee has had one type of representation — his own! It is an independent form of representation. It's one that gives him the opportunity to represent his fellow workers. Or, short of actually serving himself he can know his representatives intimately from the DR in his own work area right on up to the top officers in his representative system.

The individual worker helps build this form of representation. He helps by voting, perhaps campaigning for a fellow-worker. He helps by signing a petition to place a candidate on the ballot whom he feels would make the type of representative desired. He might even help by serving on nominating committees or actually being a candidate or member of one of the representative bodies.

And every time he participates in Lago's system of representation, he helps build up dependency on the individual for the success of the system. As an individual he has recognition — a major factor

in independent representation. He is not forgotten. Under the program at Lago for employee-controlled independent representation he can't be forgotten. As an individual he has every right to express himself through ballot and by voice to his representative. He has the opportunity to express his problems and have them acted upon.

The individual worker has these rights and he may exercise them freely under independent representation. He works for a large company, but despite its size, it has a representative system that gives him a direct voice to the "top." He knows that the company he works for follows a policy of continually striving for better human relations. He knows that the company does this as a matter of good business. Through years of experience the company that employs him has found that continually working for better human relations is the only way to operate an enterprise to the benefit of the employee, the company and the community.

Here is the framework, then, for the human side of his work day. He has a direct voice in an independent form of representation and he works for a company that supports a progressive employee program.

Under the independent representative system the individual worker has gained many satisfactions. One is the opportunity to make his problems known and to achieve solutions directly or through his representatives. He knows his wages are equal to or better than those paid for similar work in his community. His main interests are his own and his family's future. He knows that he can best insure a prosperous and happy future by getting his job done at Lago in the best possible manner

in order that his company, in turn, can operate successfully so there will continue to be need for jobs like his from which workers like himself may draw wages and other benefits.

What happens when the individual worker is faced with forces he does not understand and over which he has no control? All he knows is that men representing these forces want him to join "them." They want him to throw over the form of representation that has helped make his job better and accept a different type of representation. He is told by strangers to the area who, for all he knows, have never worked in his industry, that he is being mistreated, underpaid, over-charged. They tell him they will correct these malpractices if he joins their organization and contributes a portion of his wages every month in the form of dues. Part of these dues will go toward the support of the international organization they represent.

To further complicate matters the individual worker hears that where big affiliated unions gain control of employee representation they tend to force the employee to join as a condition of keeping his job. He also hears that the favorite weapon of big unions is a strike or threat of a strike to attain union objectives. The individual worker suddenly realizes that by joining the outside organization he may stand to lose more than he can gain. He is suddenly jolted by the thought that in the drive for organization by outside forces he, as an individual, can be forgotten. He realizes that he can lose his identity as an individual because the primary objective of these outside forces is the organization of large groups of employees under their leadership.

In the midst of all these promises the individual worker stops

and thinks of himself. He asks himself "How did I get what I have now?"; "Do I have any complaint with the way I have been treated as an individual worker?"; "What can I gain by joining an organization sponsored by men I don't even know and who don't even live in my area?"

To the individual worker these are important questions. At this point when there is a decision to be made he must think of answers in terms of himself as an individual — one worker.

In general, the individual employee has lived and worked in a progressive community for a progressive company. Through the years he has advanced in job position through the aid of job training. Not too long ago he took a long vacation made possible in part by Lago's Vacation Savings Plan. With the fair rate of pay he receives he has been able to save and perhaps start building a home for the day he retires. His thrift plan account grows with every payday. This growing sum will help take care of his children's education. The company's sickness benefits take care of him when illness keeps him at home. He knows that in the event of death the company will pay liberal survivor benefits to his family.

These are just a few of the many advantages the individual worker has gained under a system of independent representation. He thinks to himself that many of these benefits and plans came about through independent representation. Men like himself were given the opportunity to sit down with members of management and work out these employee advantages. The individual worker realizes that he is only one of thousands of employees. Yet, he has benefited by everything developed by the independent representation system.

The outsiders have told him that he is underpaid. On the other hand he has read and heard it said by supervisors that his average wage is higher than comparable jobs in the Caribbean. He looks around at his non-Lago employee neighbors and sees examples where this is true. He knows former fellow-employees who have retired on pensions made possible through the company retirement plan. And, as one man, he has only to look back on his own life and trace the improvement that has occurred in his way of living during the years of Lago employ to know how much he has gained.

Again, he asks himself the question "What can I gain by joining a big affiliated union? I have gained so much already through representation by my fellow workers without any outside influence."

The individual worker, thinking through the problem as it affects him, might also ask why he should support something the company does not think is in his best interest. He knows that Lago believes in a system of independent representation such as the present type, revised from time to time as necessary to meet changing conditions or the desires of the employee group.

Why does the company have this interest? It has this interest because its greatest asset is its employees. And only through them can it be successful. The company's prime concern is not with the individual worker's organization, but with him. The company is interested in the individual as part of a team. This team is in business, among other things, to provide satisfactory, productive jobs for workers. The company is interested in the day-by-day happenings of all the individuals that

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Representacion di Empleado

Kiko Ta di E Trahador Individual

Y kiko ta di e trahador individual? Como un homber cu ta pensa ariba su futuro y futuro di su familia, com el ta sinti tocante sorto di representacion cu ta trata su asuntanan di trabao. El kier e forma independiente di representacion segun cual su mes companjeronan di trabao ta su voz directo cerca directiva? Of, el ta desea un forma di representacion segun cual hendenan di pafor ta bini pa papia pe? El kier lidernan cu el conoce y over di kende el por tin control? Of e kier lidernan cu el no conoce y cu el no por influencia efectivamente cu su deseo-

nan? Indudablemente ta lamta un tremende cantidad di indecision den pensamiento di un empleado ora el mester enfrenta un plan alternativo di representacion. Mester por ta tambe. Desde 1936 e trahador individual di Lago tabatin un sorto di representacion — di su mes! E ta un forma independiente di representacion. E ta uno cu ta duna'e e oportunidad pa representa su companjeronan di trabao. Of, si el no ta sirbi su mes el por conoce intimamente su representantenan for di e DR den su mes lugar di trabao te e oficialnan mas halto den su sistema di representacion.

K trahador individual ta yuda forma e sorto di representacion aki. El ta yuda door di vota, podiser door di campanja pa un companjero di trabao. El ta yuda door di firma un peticion pa pone nomber di un candidato cu el ta favorece ariba carchi di vota. Podiser hasta el por yuda door di actua den comité nominativo of door di ser un candidato of miembro di un di e cuerponan representativo.

Participa den Lago

Y cada vez cu el participa den Lago su sistema di representacion, el ta yuda cultiva dependencia ariba e individual pa exito di e sistema. Como un individuo el tin reconocimiento — un factor principal den representacion individual. El no ta worde lubi-

dá. Segun e programa na Lago pa representacion independiente controlá door di empleado mes el no por worde lubidá. Como un individuo el tin tur derecho pa expresa su mes door di vota y verbalmente cerca su representante. El tin e oportunidad pa expresa su problemanan y laga tumada medida ariba nan.

E trahador individual tin e derecho aki y el por haci uso di nan libremente bao representacion independiente. El ta traha pa un compania grandi, pero no obstante su tamajo, e tin un sistema representativo cu ta duna'e un voz directo te na "laria." El sabi cu e compania pa cual el ta traha ta sigui un poliza di trata continuamente pa mehor relacionnan humano. El sabi cu compania ta haci esaki como buena forma. Door di anjanan di experiencia e compania pa cual el ta traha a descubri cu luchamento continuo pa mehor relacionnan humano ta e unico manera pa opera un empresa na beneficio di empleadonan, compania y comunidad.

Banda Humano

Aki anto ta formulaleta di e banda humano di su dia di trabao. El tin voz directo den un forma independiente di representacion y el ta traha pa un compania cu ta sostene un programa progresivo pa empleado.

Bao e sistema representativo independiente e trahador individuo a gana hopi satisfaccion. Un ta e oportunidad pa expresa su problemanan y pa yega na solucionnan directamente door di su representantenan. El sabi cu su sueldo ta igual of mas halto cu loke ta worde pagá pa tra-

bao similar den e comunidad aki. Su interes principal di dje mes y di su familia. El sabi cu e mehor manera den cual el por asegura un futuro prospero y feliz ta door di haci su trabao na Lago den e mehor manera posible asina cu su compania, en tuino, por opera cu exito pa asina sigui tin necesidad pa trabao manera di dje for di cual trahadornan manera su mes por gana nan sueldo y goza di otro beneficiacionan.

Kiko ta socede ora e trahador individual ta enfrenta forzanan cu el no ta comprende y over di cual el no tin control? Tur loke el sabi ta cu hombernan representando e forzanan aki kier pa el join cu "nan". Nan kier pa el benta un banda e forma di representacion cu a yuda haci su trabao mehor y acepta un diferente sorto di representacion. El ta worde bisá door di stranheronan pa e lugar cu, di tur loke el sabi nunca a yega di traha den e industria, cu el ta worde maltratá, mal pagá y cobrá di mas. Nan ta bise'e cu nan lo coregi tur esakinan si el join nan organizacion y contribui un parti di su sueldo tur luna den forma di contribucion. Un parti di e contribucion aki ta bai pa mantene e organizacion internacional cu nan ta representa.

Pa complica asuntanan mas leuw e trahador individual ta tende cu unda unionnan grandi afiliá gana control di representacion di empleadonan nan tin un moda di forza e empleado pa join pa el tene su trabao. Tambe el ta tende cu e arma favorito di unionnan grandi ta huelga of menaza di huelga pa obtene cierto objectivonan. Di repente e trahador individual ta realiza cu door di join e organizacion di pafor el por perde mas hopi cu el tin di gana. Di repente el ta worde geschok door di e pensamiento cu den e campanja di organizacion door di forzanan di pafor el, como un indi-

viduo, por worde lubidá. El ta realiza cu el por perde su identidad como un individuo pasobra e promer objectivonan di forzanan di pafor ta organizacion di gruponan grandi di empleadonan bao nan guia.

Trahador Individual

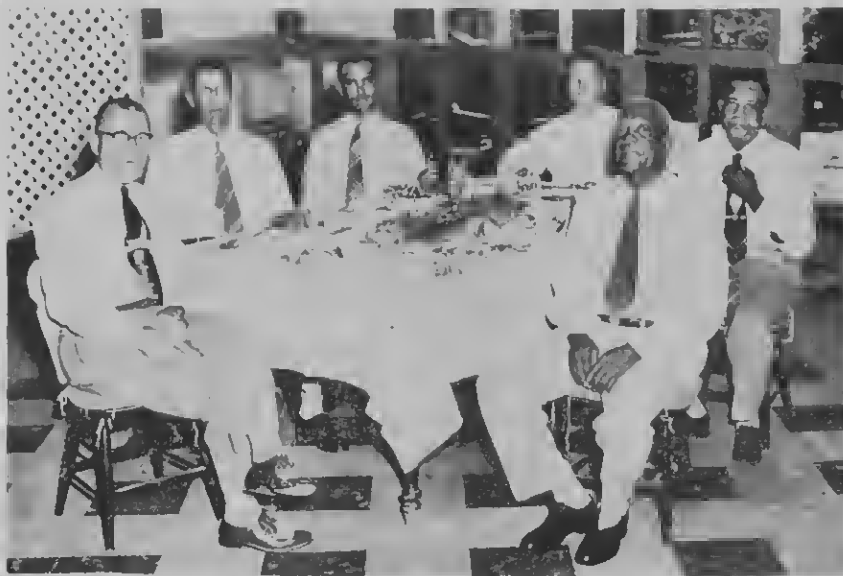
Mei-mei di tur e promesanan e trahador individual ta para y ta pensa den su mes. El ta puntra su mes "com mi a haya loke mi tin awor?"; "Mi tin cualkier keho di e manera cu mi a worde tratá como un trahador individual?"; "Kiko mi por gana door di join un organizacion encabezá pa hombernan cu mi no conoce y cu hasta no ta biba aki banda?"

Pa e trahador individual esakinan ta preguntanan importante. Na pun-

to aki ora tin mester di haci un decision el mester pensa di contestacionnan den termino di su mes como un individuo — un trahador.

En general, e empleado individual a biba y traha den un comunidad progresivo pa un compania progresivo. Door di anjanan el a avanza den ocupacion cu ayudo di entrenamiento na trabao. No mucho tempo pasá el a tuma un vacation largo haci posible en parti door di e plan di spaar pa vacation di Lago. Cu e tarifa husto di pago cu el ta recibi el a spiar un poco y podiser cuminsa traha un cas pa e dia cu el retira. E suma creciente aki lo yuda perea pa educacion di su yunan. Beneficicionan di enfermedad di compania ta

(Continúa na pagina 7)



P. P. CICILIA, yardman who retired the beginning of this month with over 15 years' service, was honored at a retirement luncheon by (clockwise) C. Berrisford, J. C. Thijssen, E. N. Rosario, G. B. Matthews and A. Cicilia.

P. P. CICILIA, yardman kende a retira cuminzamento di e luna aki cu mas cu 15 anja di servicio, a worde honrá na un comida di retiro atendi door di robex pa drechi, G. Berrisford, J. C. Thijssen, E. N. Rosario, G. B. Matthews y A. Cicilia.



JOB TRAINER L. J. Redfoot watches Temporary Pumper J. Tromp gauge tank.

JOB TRAINER L. J. Redfoot ta waak Pumper Interino J. Tromp gauge un tanki.

"Adjust marker until point of arm hits intersection of center line and quarter mark." The young man read the instructions, then turned to the contour marker, adjusted it and drew a line on a piece of pipe.

He drew other lines until he had laid out an area he planned to cut from the pipe. Then he put on his burning glasses and other protective equipment, lighted his torch and carefully cut out the section. For another hour he worked, reading the instructions, checking the working drawing, measuring, marking, cutting, welding. When he had finished a guard rail section, firmly welded, lay where there had only been lengths of pipe.

Later, the young man waited anxiously as his job training instructor graded the quality of the welds, the accuracy of the cuts, the alignment of the pipe sections and other details.

"That's pretty good," the instructor finally said, and the young man had passed another check-point on the road to becoming a top-notch craftsman.

These check-points, which test a trainee's progress, are one phase of Lago's program of teaching its employees to operate and maintain the largest crude-run refinery in production in the world today.

The company's On-The-Job Training Program was instituted almost a generation ago. Today it has been perfected to the point that a normally talented person, starting with no industrial skill, can become a master craftsman in seven or eight years.

As a result the plan provides a two-fold benefit. It gives employees an opportunity to develop the skills needed in the higher-paid jobs. It also provides the company with the men capable of doing the jobs which must be done in a plant of Lago's size and complexity.

The formal Job Training Program was started in 1939. A master welder was given the task of teaching a group of less-experienced workmen the more difficult aspects of the trade.

Their success prompted the formation of other courses. Within the next two years training in English and arithmetic — given to apprentices since 1935 — was offered to tradesmen. Sketching, blueprint reading, basic instrumentation, warehousing classes were added. The Process Department opened up a basic operating course, the Technical Service Department a basic chemistry course for laboratory personnel. Clerks in various parts of the refinery were offered training in typewriting and shorthand.

Special courses were prepared. Lago Hospital aides were given training in nursing. Commissary personnel were taught customer relations. Cooking and baking was made available to Lake Fleet cooks. Basic and advanced accounting courses were offered Accounting Department people.

Some of these courses were abandoned as the need disappeared. Others were added to take their place. Today formal job training is offered in the Mechanical and Process departments which employ over half the refinery personnel and, to a lesser degree, in the Accounting, Technical Service, Colony Service,



EQUIPMENT Inspection Group trainees watch as Trainer R. W. Manuel puts some 75,000 pounds of pressure on a metal sample.

SINJADORNAN di Equipment Inspection Group ta waak Trainer R. W. Manuel pone 75,000 liber di presion ariba un muestra di metal.

Job Training Program Provides Two-Fold Benefit Employees, Lago Share In Profit

Industrial Relations, Marine, and Police Departments.

Some instruction is given year round. Some, such as typing and shorthand, is available only during specified periods. Supervisors, however, are constantly instructing throughout the refinery.

In all there are 26 men who spend all or part of their working day teaching trainees to do the jobs they're assigned today and the jobs they may be assigned tomorrow. The instructors are experts, masters of their crafts who have the added talent of teaching their skills to others.

Their aim, as one job trainer put it, "is to help the men work with their heads and with their hands. To do the job well, to do it safely and to take pride in what they've done. And to make sure, when the time for promotion comes, they can do the job ahead."

To fill their multi-purpose aim the job training coordinators and instructors have had to invent, create, devise and adapt. They're written lesson sheets, prepared visual training aids, adapted text books, made up tests, drafted course programs, gone to school themselves and studied to keep their students abreast of the latest developments in the courses they were pursuing.

Each department conducts its own job training program which is designed to fill the department's needs. Thus job training varies throughout the refinery, and is coordinated by each department. The Training Division staff of the Industrial Relations Department is available for advice and consultation.

The Mechanical Department draws its craft training employees from the graduates of the Lago Vocational and Aruba Technical schools. As openings occur in the top-rated jobs in the craft, they are filled by lower-rated men readied for the promotion by previous on-the-job training.

As the experienced men move up, an opening occurs in the trainee ranks. Would-be trainees compete on the basis of their trainee ranks. Would-be trainees compete on the basis of test results and job performance for the opening. The best-qualified man draws the appointment and his training begins.

The Mechanical Department crafts — carpenter, electrical, instrument, machinist and foundry, garage and transportation, yard, pipe, metal trades, and mason — conduct their training in the shop and the field.

Job training instructors, supervisors and tradesmen cooperate in teaching a trainee to read a blueprint, weld a guard rail section, put in roof rafters, adjust a carburetor, repair a flowmeter. A considerable portion of on-the-job training is devoted to all-important craft safety instruction.

A Mechanical Department trainee is not promoted to a higher job until a position is vacant and he is ready — and he is not ready until he has met the necessary requirements. In addition to having a satisfactory job safety, attendance, and performance record, he must have reached a point high enough on the job progression curve of his craft.

The "curve" is a graphic measurement of the man's training progress. It is based on the practical tests — such as the guard rail — he has successfully completed. Each test passed gives him a number of points and the point total determines his position on the progression curve.

Today the emphasis in training is on productive work. The job trainers, choosing from the department's planned work schedule, try to assign trainees tasks which will fill the best requirements and also contribute to the department's production. Often in these assignments the tradesman serves as the helper while the trainee does the work which is graded by the instructor.

Each month a training roster is issued which lists the men who are to receive training and take tests. The classes are small to provide for maximum individual instruction. Class-room work is performed at a scheduled time each day; practical work is done in the shop and field as the department's requirements provide time and opportunity. Depending on the craft, the formal instruction period ranges from weeks to years.

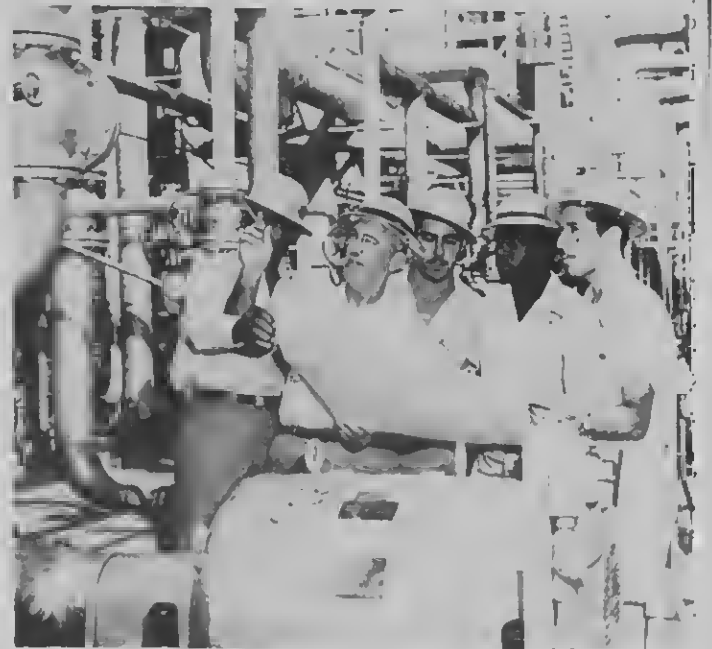
Process Department trainees also are selected on the basis of their tests and previous job performance. The best qualified man hired at the gate, LVS, ATS or MULO school graduate is selected to fill an opening.

When a training class is organized the man is taken off shift and assigned to the day shift for two weeks. During that time he spends four hours in class, four hours on an assigned unit.

The instruction is designed to teach process equipment operation and product variability. It includes such topics as the refinery's flow system, the purpose of bubble towers, the use of chemicals as treating agents, the place of the Cat Cracker in the company's operation, preventive pump maintenance, process safety procedures, first aid, etc.

When two-week training period is completed the trainee usually returns to his regular shift for a month or six weeks, then resumes the day shift for another training period.

In place of the Job Progression Curve, the Process Department has a Merit Rating System. Once each year each supervisor answers 95 questions about the employees up to the assistant operator level; 125 questions about assistant operators and operators. As many as seven or eight supervisors may rate an individual character, job performance and other characteristics.



LEVELMEN N. Nestor-Hubert, Casper Oduber, Cyril Jermain and J. T. Arends check a flow diagram with C&L Trainer T. F. X. Kelly.

LEVELMEN N. Nestor-Hubert, Casper Oduber, Cyril Jermain y J. T. Arends ta check un flow diagram cu C.&L. Trainer T. F. X. Kelly.

The man with the best rating gets the promotion.

Another on-the-job Process training program has been instituted in Process in Catalytic and Light Ends. Operating employees submit written questions to the job trainer. He passes the query along to the operators who write out their answers and send them back to the instructor.

The answers are reviewed by the foreman who prepares an official department reply which is sent in turn to the operator, and to the man who originated the question. The reply is reviewed by operators and men.

On-the-job training in the Technical Service Department — which recruits its new employees today from the ranks of LV, ATS and MULO graduates — is presently not as extensive as when new employees with a basic education in chemistry, physics and other scientific subjects were not so readily available.

TSD's formal on-the-job training is currently conducted by the Equipment Inspection Group of the Engineering Division. Two classes meet for one hour three times each week to study Materials of Construction.

The five-month course, ending late in June, is scheduled to be followed by a Strength of Materials course and a course in Material Codes and Standards.

In years past TSD has offered courses in such subjects as basic physics, chemistry, refinery processes, fundamentals of electricity, business English and report writing, corrosion, field engineering calculations.

For the past three years the Accounting Department has offered courses in basic and advanced accounting. Taught by graduate accountant, the courses use a correspondence school program. Principally limited to Accounting Department employees, the course is taken under the company's Education Refund Plan. Students who successfully complete the course pay one-third of the cost; the company pays the remaining two thirds.

The three classes currently in progress meet twice each week for two hours on Company time. Previously the Department has offered training in International Business Machine operation.

Job training at Lago is considered important enough to have in most cases the department superintendent serve on the training committee. The committee draft basic course requirement recommendations, plan new instruction.

Training is not restricted, however, to the job instruction. Employees have been sent to the United States for specialized courses; instructors have been brought in to conduct seminars and lecture courses; the Educational Refund Plan helps finance job-related, off-hour studies.

As part of the company's training activities, the Training Division maintains an audio-visual aids section. The section has available more than 190 sound moving picture films, 350 slide strip films, movie projectors, slide projectors, tape recorder, wire recorders, record players, projection screens, public address systems, flip charts and other equipment.

On-the-job training is a costly program but, like any program adopted by a successful industrial enterprise must be, it is worthwhile.

To date it has helped more than 2500 employees equip themselves to fill more demanding, more responsible, higher paid positions. And it has helped the company achieve its position of preeminence in the petroleum industry today.

Entrenamentu di Trabao na Lago Empleadonan, Lago ta Parti Ganashi

"Ahusta e marker te ora punta di e brazta ariba e cruzada center line y quarter mark." E hoben a leza e instruccian, anto a bira pa e contour marker, ahuste'le y a hala un nja ariba un pida tubo.

El a hala otro linja te ora el a marca un arec cu el kier a orta for di den e tubo. Anto el a baha su capa, cende su torch cuidadosamente el a saca e seccion. Un ora mas el a sigui aha, lezando instruccian, check e dibujo di trabao, midi, marca, orta. Ora el a completa un seccion di un guard rail, firme- mente geweldo, tabata na camina cu promer tabatin solamente idanan di tubo.

Mas laat, e hoben tabata warda ansiosamente segun un instructor di trabao tabata evalua calidad di e weld, acurcia di cortá, alineacion di e seccionnan di tubo y otro detaye.

"Esey ta basta bon," e instructor a bisa por ultimo, y e oben a pasa un otro punto ariba e camina pa bira un homber i ofishi proficiente.

E puntanan, cual ta test progreso di un hende cu ta sinja, un fase di Lago su programa di sinja su empleadonan opera mantene e refineria mas grandi cu ta opera na mundo awen- ta.

E programa di compania pa entrenamento na trabao a worde institui casi un generacion pasa. Awor e ta perfecciona te e unto cu un persona cu talento normal, cuminzando sin ningun aber industrial, por bira un homber di ofishi eficiente den ete of ocho anja.

Como resultado, e plan ta duna un doble beneficio. E ta duna empleadonan oportunidad pa desaroya e sabernan cu ta neces- ario den trabaoan mas halto. Tambe e ta duna compania e ombernan cu ta capaz pa haci e trabaoan cu mester worde aci den un planta di Lago su tamanjo y complexidad.

E programa di entrenamento na trabao a cuminsa na 1939. n welder cualifica ta worde duná e tarea di sinja un grupo i trahadornan cu menos experiencia e aspectonan mas dificil i e ofishi.

Nan exito a conduci na formacion di otro cursonan. Dentro i e siguiente dos anjanan entrenamento den Ingles y reek- ento — cual ta worde duná na aprendiznan desde 1935 — a orde ofreci na hendenan di ofishi. Sketchmento, lezamento di lueprint, instrumentacion basico, conocimiento di material a ini acera despues. Process Department a habri un curso ba- ico di operacion, un serie di procedementonan di laboratorio. ficinistanan den varios partinan di refineria a worde ofreci nentrenamento den scirbimento cu mashin y shorthand.

Cursonan special a worde prepará. Asistentenan di Lago (ospital a worde duná entrenamento den percuracion pa enfer- io. Personal di comisario a worde sinja com ta trata cliente. ushinamento a worde duná na kokkinan di Lake Fleet. Curso- an di comptabilidad basico y avanzá a worde ofreci na hen- enan di Accounting Department.

Algun di e cursonan a worde abandoná segun e necesidad abata desaparece. Otro a bini acera pa tuma nan lugar. wendia entrenamento formal na trabao ta worde ofreci den echnical y Process department cual ta emplea mas cu mitar i personal di refineria, y na un grado menor, den Accounting, echnical Service, Colony Service, Industrial Relations, Marine i Police Department.

Algun clase di instruccian ta worde duná henter anja largo. lgun, manera scirbimento cu mashin, ta disponible durante ierto periodonan. Supervisoran, sinembargo, constantemente a instruyendo den refineria.

Den tur tin 26 homber cu ta pasa tur of un parti di nan dia i trabao sinjando hendenan pa haci e trabaoan cu nan ta aci awor y e trabaoan cu nan lo ocupa den futuro. E in- structornan ta experto, bon conocedornan di nan ofishi kende n e talento pa sinja otro loke nan sabi.

Nan obheto, manera un instructor a bisa, "ta pa yuda hom- ernan traha cu nan man y cu nan cabez. Pa haci e trabao bon, a hacie'le cu seguridad y pa ser orguyoso di loke nan a haci. pa ser segur, ora cu e tempo pa promocion yega, cu nan por aci e trabao cu ta enfrenta nan."

Pa yena nan numeroso obheto e instructornan na trabao pester a inventa, cria, devisa y adapta. Nan a scirbi lesnan, repara auxiliarionan ilustrá, scirbi programanan di curso, bai school nan mes y a studia pa tene nan studiantenan na haltura i ultimo desaroyonan den e cursonan cu nan ta duna.

Cada departamento ta conduci su mes programa cual ta de- signá pa yena necesidadnan di e departamento. Anto entrena- mento ta varia den henter refineria, pero e ta worde coordiná oor di Training Division di Industrial Relations Department.

Mechanical Department ta obtene su empleadonan pa sinja fishi for di Yard Craft of for di graduantenan di Lago Voca- tional School y Arubaanse Technische School. Segun ta resulta acatura den e trabaoan mas halto den e ofishi, nan ta worde ená door di hombernan na grado mas abao cu a worde pre- ará pa promocion door di entrenamento anterior na trabao.

Segun e hombernan cu experiencia ta bai laia, ta bini un acatura den rangonan di esnan cu ta sinja. Prospectivo stu- antenan ta competi ariba base di nan test promer cu empleo actuacion na trabao pa e vacatura. Esun mehor cualifica ta aya e oportunidad y entrenamento ta cuminsa.

Ofishinan di Mechanical Department — carpinter, electricista, nstrument, machinist, garage, mason, boiler, tin, welding, pipe,



TRADESMAN Trainee Pedro Arends and Tradesman B Fernando Leerdman build a concrete block wall as Trainer H. A. Mathiasen watches.

SINJADOR pa tradesman Pedro Arends y Tradesman B. Fernando Leerdman ta traha un muraya di blokki concreto mientras Trainer H. A. Mathiasen ta waak.

yard — ta conduci nan entrenamento den klas, den shop y den planta.

Instructornan di trabao, supervisoran y tradesmen ta coope- ra den sinja un estudiante leza blueprint, weld un seccion di guard rail, pone roof rafters, ahusta un carburator, drecha un flowmeter.

Un estudiante di Mechanical Department no ta worde pro- movi pa un trabao di helper te ora cu el ta cla — y el no ta cla sino te ora el yega un punto bastante halto den progresion.

E progresion ta worde hibá segun un revista grafico di pro- greso di entrenamento di e homber. E ta basá ariba testnan practico — manera e guard rail — cu el a completa cu bon exito. Cada test cu worde pasá ta dune'le algun punto y total di e punto ta determina su posicion ariba e revista di pro- gresion.

Awor e acento den entrenamento ta ariba trabao productivo. E instructornan, escogiendo for di plannan di trabao di e de- partamento, ta purba asigna studiantenan pa haci encargonan cual ta cumpli cu e requerimentonan di e test y tambe contribui na produccion di e departamento. Den e casonan aki e trades-



YARD CRAFT TRAINER M. W. Farrell shows E. Falcon, N. E. Werleman, J. Gomez and E. Hirschfeld how to adjust a plate-lifting rig.

YARD CRAFT TRAINER M. W. Farrell ta muntra E. Falcon, N. E. Werleman, J. Gomez y E. Hirschfeld com ta ahusta un plate-lifting rig.



PUMPER H. Alexander ta muntra F. Koolman, un process helper C, un gauge di un tanki di propane.

PUMPER H. Alexander shows F. Koolman, a process helper C, a propane tank gauge.



TRADESMEN C Trainees C. Semeleer, J. L. Grovell and J. X. van Buren go over a temperature recorder with Trainer J. J. R. Beaujon.

TRADESMEN C Trainees C. Semeleer, J. L. Grovell y J. X. van Buren ta repasa un marcador di temperatura hunto cu Trainer J. J. R. Beaujon.

man ta traha como e helper mientras e estudiante ta haci e trabao cual ta worde evaluá door di e instructor.

Cada luna ta sali un schema di entrenamento cual ta muntra e hombernan cu mester recibi entrenamento y tuma test. E klasnan ta chikito pa asina yega na maximo instruccian indi- vidual. Trabao den klas ta worde haci na un ora fihá tur dia; trabao practico ta worde haci den shop y planta segun re- querimentonan di departamento ta duna tempo y oportunidad. Dependiendo di e ofishi, e periodonan formal di instruccian ta varia di sinan pa luna.

Studiantenan di Process Department tambe ta worde selectá ariba base di nan test promer cu empleo y actuacion anterior na trabao. E homber mehor cualifica emplea na porta, LVS, ATS, of MULO ta worde selectá pa yena un vacatura.

Ora un klas di entrenamento worde organizá e homber ta worde tumá for di warda y asigná pa trabao di dia durante dos siman. Durante e tempo aki el ta pasa cuatro ora den klas, cuatro ora ariba un unit asigná.

(Continuá den e otro edicion)



SWITCHBOARD Operator E. Oosthuizen (left) passes along some pointers to Operator F. Romero, taking training in Powerhouse switchboard operation.

SWITCHBOARD operator E. Oosthuizen (robez) ta pasa algun sugerencia na Operator F. Romero, tumando entre- namento den operacion di switchboard di Powerhouse.



THE field in the 880-yard run gets off to a good start. The race was won by Bill Johnson of Lago High School (7th from left).

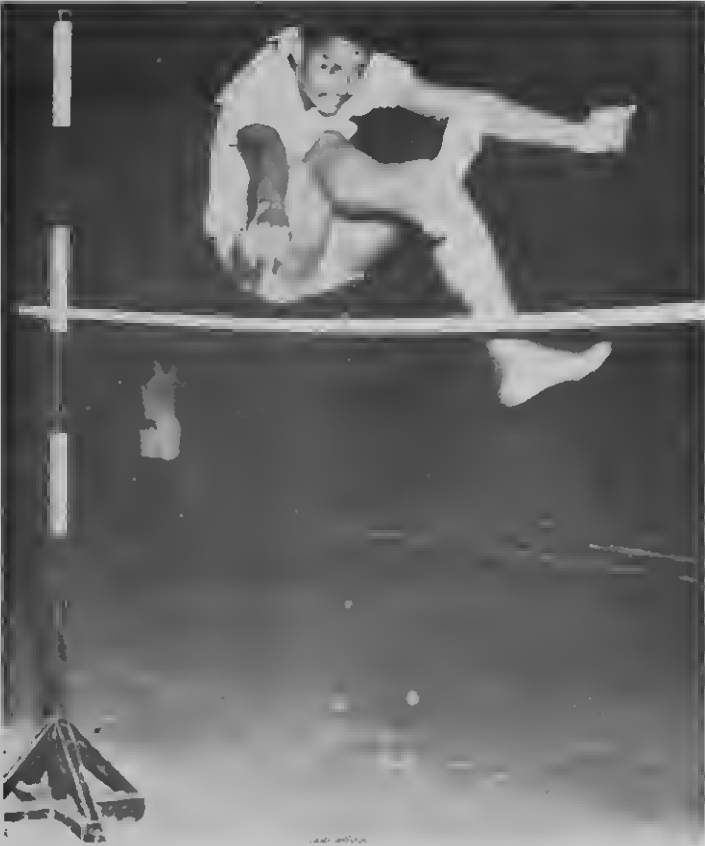
ESNAN competiend den e careda di 880 yarda ta start bon. E careda a worde ganá door di Bill Johnson di Lago High School (siete banda robez)

Lago High School Wins

3rd Track-Field Meet



CAREFUL to stay inside the ring, Leo Groda of Abraham de Veer School gives his all in the 12-pound shot put.



ARUBA Technical School high jumper Hugo Labega scissors his way over the bar. BULADOR halto di Arubaanse Technische School Hugo Labega ta pasa over di e lata.



STRAINING for every inch, E. Temmer of St. Augustinus College comes in for a broad jump landing. CU MAXIMO esfuerzo, E. Temmer di Augustinus College ta haci un salto leuw.



LARRY RIGGS of Lago High School repeated his win of last year by hurling the discus 122', 3". LARRY RIGGS di Lago High School a repeti su victoria di anja pasá door di tira e discus 122', 3".



LEADING the pack, Bill Estes of Lago High School heads toward victory in the one-mile run. NA CABEZ di e grupo, Bill Estes di Lago High School ta yegando victoria den e careda di un milla.



RUNNING the anchor leg, David Lloyd of the Lago High School breaks the tape in the 880-yard relay. AKI David Lloyd di Lago High School ta yega na final di e careda relay ariba 880 yarda.

Winning Team Scores 136 1/4 Points

ASAA Annual Meet Won by Lago High

Lago High School, which swept the 880-yard run, discus and javelin, added four firsts, a third, a fourth and fifth to win the unofficial team title of the Aruba School Athletic Association's third annual High School Track and Field Meet at the Lago Sport Park May 6.

The win marked the second straight year the LHS athletes have taken the mythical on the basis of points awarded for first-through-sixth place in the various events.

Lago annexed 136 1/4 points followed by St. Dominicus College with 53; St. Augustinus College and Abraham de Veerschool with 38 each; Lago Vocational School with 32 1/2; Aruba Technical School with 17 1/4 and Juliana School with 16.

The first three places in the 880-yard run, javelin and discus were won by LHS. Bill Johnson was the school's outstanding entrant and one of the stellar performers in the meet. He won the 880, the pole vault and anchored LHS' winning 880-yard relay team.

Larry Riggs, another Lago High field man, took the discus for the second straight year while Bill Estes captured the one-mile run. David Lloyd snatched the high jump for Lago and Riggs won the javelin.

F. Fingal, representing second-place St. Dominicus College, won the 220-yard dash and finished second in the 100-yard dash which was won by E. Temmer of St. Augustinus College. L. Royer of Abraham de Veer School took the broad jump while J. Wernet of the Lago Vocational School finished first in the shot put.

Senior meet results:

100-YARD DASH - E. Temmer, St. Aug., 11; F. Fingal, St. Dom.; L. Royer, A. de V.
220-YARD DASH - F. Fingal, St. Dom., 26.2; B. d'Arnaudt, St. Dom.; J. Linsey, St. Dom.
880-YARD RUN - B. Johnson, LHS, 2:26.9; J. Roly, LHS; W. Nurem, LHS.
ONE MILE RUN - B. Estes, LHS, 5:19.8; N. van Ber, Jul.; R. Berkel, A. de V.
880 RELAY - LHS; St. Dom.; St. Aug.
HIGH JUMP - D. Lloyd, LHS, 5'3"; F. Smith, ATS; J. Croes, LVS.
JAVELIN - L. Riggs, LHS, 141'8"; W. Nurem, LHS; D. Dodge, LHS.
BROAD JUMP - L. Royer, A. de V., 19'10"; E. Temmer, St. Aug.; R. Odeur, Jul.
SHOT PUT - J. Wernet, LVS, 35'3"; J. Preece, St. Aug.; E. Richard, St. Aug.
POLE VAULT - B. Johnson, LHS, 9'5"; A. Rallum, A. de V.; K. Spitzer, LHS.
DISCUS - L. Riggs, LHS, 122'3"; R. Kennedy, LHS; D. Jones, LHS.

Junior meet results:

100-YARD DASH - M. Boekhoudt, St. Dom., 11.6; L. Sickler, LHS; C. Moore, St. Aug.
220-YARD DASH - M. Boekhoudt, St. Dom., 27.6; C. Moore, St. Aug.; R. McDonald, St. Aug.
880 RELAY - LHS; A. de V.; St. Aug.
HIGH JUMP - G. de Mathos, A. de V., 5'4"; A. Gibbs, St. Aug.; E. Bardonille, St. Dom.
JAVELIN - C. Gill, Jul., 102'11"; A. Nicolaas, St. Dom.; A. Spitzer, LHS.
BROAD JUMP - R. McDonald, St. Aug., 16'11 1/2"; A. Tuppenberg, St. Dom.; T. Henney, St. Dom.
SHOT PUT - A. Nicolaas, St. Dom., 28'4"; A. Buckley, St. Dom.; R. Massey, LHS.

Representacion di Empleado

(Continua di pagina 3)

percura pe ora maleza tenele na cas. El sabi cu den caso di morto compania lo paga beneficiacion liber pa sobreviviente na su familia.

Esakinan ta solamente algun di e hopi ventaha cu e trahador individual a gana door di representacion independiente. El ta pensa den su mes cu e beneficio y plannan aki a bini door di representacion independiente. Hombernan manera su mes a worde duná e oportunidad pa sinta hunto cu miembronan di directiva y formula e beneficiacion aki pa empleadonan. E trahador individual ta realiza cu el ta solamente un di miles di empleadonan. Toch, el a beneficia di tur cos desafortuná door di e sistema di representacion independiente.

E hendenan di pafor a bisele cu el ta mal pagá. Na otro banda el a leza y a tende superiornan bisa cu su sueldo promedio ta mas halto cu di trabadonan comparable den Caribe. El ta ripava ariba su bisinjanan cu no ta traha cu Lago y ta mira empleadonan cu esaki ta berdad. El conoce empleadonan anterior cu a kita cu pension haci posible door di e plan di retiro di compania. Y, como un homber, solamente el tin di waak atras ariba su mes bida y repasa e mehoracion cu a tumu lugar den su modo di biba durante su anjanan den servicio di Lago na sahi com hopi el a gana.

Atrobe, el ta puntra su mes e pregunta "Kiko mi por gana door di join un union grandi afilá? Ya mi a gana asina tanto door di representacion door di mi companjeronan di trabao sin influencia di pafor."

E trahador individual, pensando su mes door di e problema manera e ta afecte'le, por puntra tambe pakiko el mester soporta algo cu compania no ta keje ta na su mehor interes. El sabi cu Lago ta kere den un sistema di representacion independiente manera e forma actual, revisá de tempo en tempo pa compensa pa condicionnan cambiando of descomen di e grupo di empleadonan.

Pakiko compania tin e interes aki? E tin e interes aki pasobra su posesion mas valioso ta su empleadonan. Y solamente door di nan e por tin éxito. E principal preocupacion di compania no ta cu organizacion di e trahador individual, pero cu ne mes. Compania ta interesá den e individuo como parti di un equipo. Esaki ta den negoshi, entre otro, proveemento di trabao satisfactorio y productivo pa trahadornan. Compania ta interesá den ocurcencianan diario di tur e individuonan cu ta forma su grupo di trahadornan. E no ta limitá su interes na un particular instancia ora empleadonan por worde usá pa gana un objectivo.

El ta mira ehemplo di esaki den e beneficiacion cu compania ta provee pa. E ta wank centro medico. Aki tin unidad moderno, cu bon facilidad y cu personal experto cu e compania pa cual el ta traha a percura pa atende 24 ora pa dia tanto su mes como problemanan medico.

E trahador individual por wank tambe e herment nobo cu compania ta percura pa su uso. Entrenamento door di compania den uso di e hermentnan a eleva'le durante anjanan. El ta traha cu hermentnan exelente

LVS Opens Baseball Season with Victory

The Lago Vocational School baseball team got off to a fast start in this year's Aruba School Athletic Association baseball league with a 3-2 victory over St. Augustinus College. Carl Lejuez pitched his school to the initial win limiting the visitors to two hits.

Both St. Augustinus' hits came in the third inning and resulted in the only runs the visitors scored. LVS won the game with a run in the seventh inning after having tied the game with lone tallies in the fourth and fifth innings.

Lejuez fanned 13. He struck out the side in the first and seventh innings.

The Hoonang family played quite an important role in the first game of the season. H. Hoonang pitched for St. Augustinus and allowed only four hits. One of his brothers was the official scorer for St. Augustinus while Sonny Hoonang, another brother, was the LVS official scorer.

New Arrivals

April 28

BOEKHOUDT, Domingo N. - Mech. Yard; A son
BOUGIER, Gordon - TSD Lab 1; A son.
Floyd Wellington
CROES, Zacarias - Mech. Weibing; A son.
Lafredo

April 29

NICOLAAS, Cornelia L. - Mech. Yard; A son
HAMLIN, Robert N. - TSD Eng.; A son.
Stephen Paul
BOEKHOUDT, Louis - Mech. Pipe; A daughter, Filomena
ASSANG, Calvin R. - TSD Process; A daughter, Brenda Alison

April 30

FINGAL, Antonio - Mech. Machine; A son.
Johnny Anthony
SILBERIO, Leonardo E. - Marine Launches; A son, Richardson Julio

May 1

ROSINA, Mirella - Mech. Paint; A daughter, Laurel Evelyn
CLOUTEN, James E. - Rec. & Ship; A son, Keith John

May 2

GCHVIE, John G. - TSD Lab; A daughter, Sima Yvonne
BARENDO, Jose A. - Mech. Machine; A daughter, Maria Rosaria
MAALDERINK, Hendrik J. - Dutch Police; A daughter, Margaretha Gertrina Jeneke

May 3

WEVER, Rafael A. - Ind. Rel.; A son, Boyce Arangel Juvencio
BAKHSHI, Edwina B. - TSD Eng.; A daughter, Fritzzi Lena
ALEXIS, Canite - Mech. Yard; A son, Lionel Glenroy Canite

May 4

RASMIEN, Pedro - Utilities; A son, Floriano
JAMES, Abraham - Mech. Yard; A son, George Leslie
TROMP, Juan - TSD Lab; A daughter, Florentina Mupica

36 LVS Second-Year Students Participate in Safety Picnic

Students in the second year of Lago Vocational School — 36 in all — took part in a picnic May 4 at Palm Beach. The picnic was arranged for the students because they, as non-employees, did not receive time off on the April 9 safety holiday.

With Instructors Harms, de Cuba, Tiam-Fook and Wade, the students

took part in spontaneous instrumental and singing sessions and organized swimming and foot races.

Hubert Tromp took first in the 25-yard swimming race. Rafael Croes and Mariano Croes were second and third. Carlos Jacobs led the way in the 50-yard swimming race. Tromp and Croes were second and third.

In the 25-yard relay the team of B. deCuba, C. Jacobs, A. Harms and J. v/d Linden covered the watery course first. Second and third went to the teams of L. Vos, C. Winterdal, H. Tromp and R. Croes and L. Wever, M. Croes, F. v/d Linden and M. Hanson. The horse and rider contest was won by S. Tromp and H. Leo. F. Vrolijk and J. Donata were second and M. Hanson and L. Wever were third.

Back on solid terrain again, Leon Vos took first place in the 50-yard dash. Mario Hanson was second and Raphael Croes third. The threelegged race was won by H. Tromp and Andreas Tromp. Simon Tromp and Conrad Meyers were second. Third place went to Marvin Dupersoy and M. Hanson.

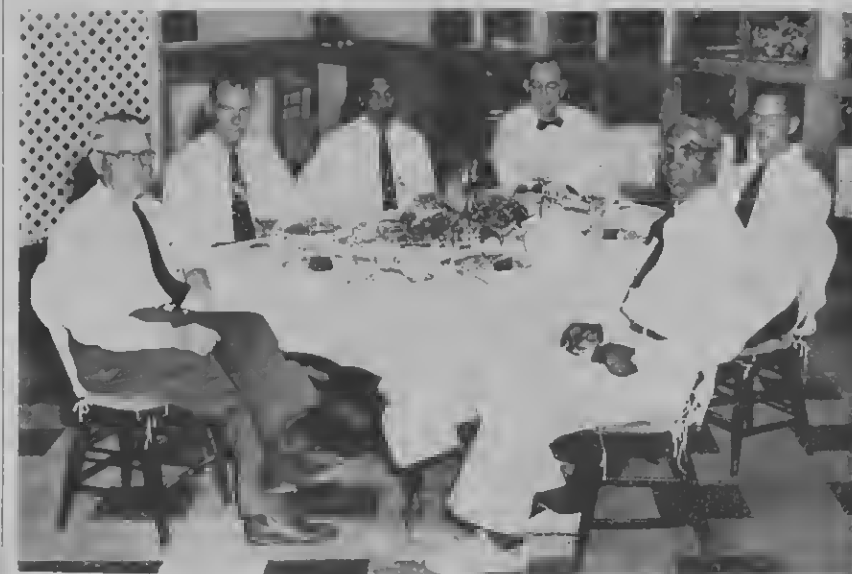
The sack race was won by Addison Harms. M. Dupersoy and Juan v. d finished second and third. Raphael Croes, M. Dupersoy and Lucindo Dabian finished in that order in the broad jump.

The tug-of-war was won by the A-53 group. In the final count, however, it was the B-53 group that scored the most points in the day's events.

sensation, high level wages and individual recognition because the company believes in working with its employees this way. It has given these advantages as a matter of cooperative understanding and agreement between the company and its employees.

When he has gained so much without outside influences, the individual worker may well ask why he should seek representation through outsiders. He has but to look around and find the answer. Reaffirmation of his faith in his company can be found in the many advantages that are his today; advantages provided by a progressive company which believes in the individual; advantages provided under a system of independent representation by men concerned only with the individual worker, the company and the community.

Articles on other phases of Lago's operation and effects representation can have upon it and the refinery's 6500 employees will follow in successive issues.



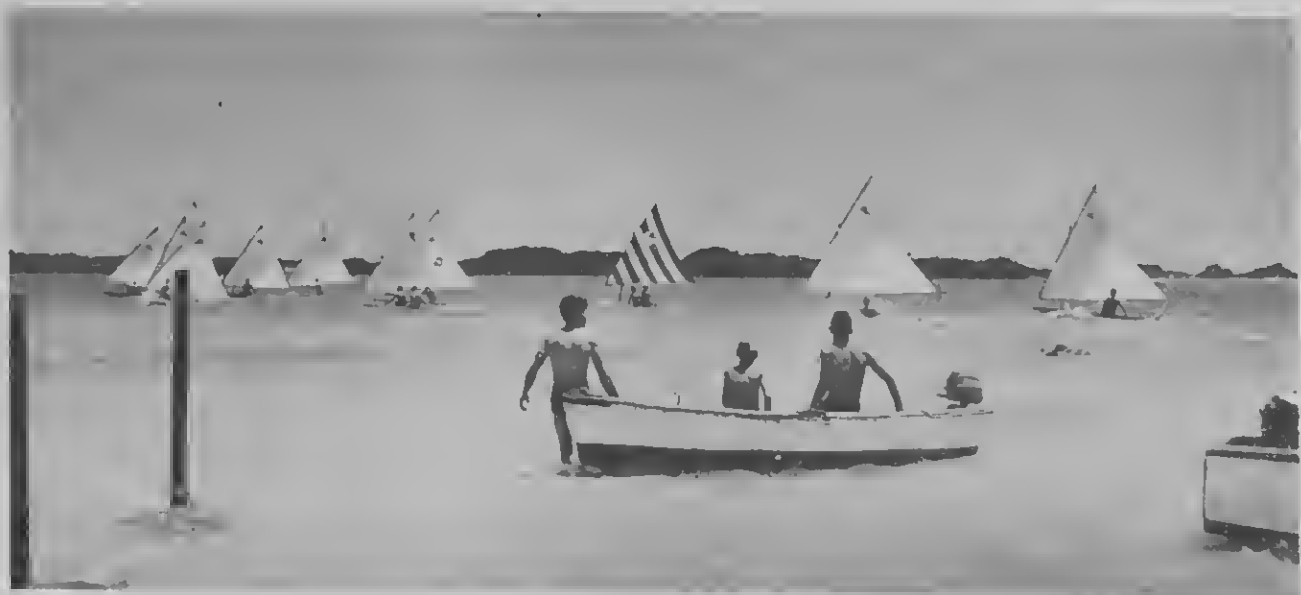
PRIOR to his retirement May 1 after completing over 25 years' service, S. L. Vorst, machinist, was guest of honor at a retirement luncheon attended by (clockwise) H. A. Lambertson, G. Anderson, M. L. Vorst, J. L. Dortch and C. F. Haynes.

PROMER cu su retiro Mei 1 despues di completa 25 anja di servicio, S. L. Vorst, machinist, tabata huesped di honor na un comida di retiro atendí door di (robez pa drechi) H. A. Lambertson, G. Anderson, M. L. Vorst, J. L. Dortch y C. F. Haynes.



SOMETIME during the past month a mother sea turtle left her watery home, came ashore near the Esso Club, deposited and hatched her eggs. It was long not before the turtle population increased at least by the 24 shown here.

UN DIA luna pasá un tortuga a bandona su cas den awa, subi terra banda di Esso Club, deposita y broei su weboenan. Tabata hopi tempo promer cu e populacion di tortuga a aumenta cu e 24 munstrá aki.



THIS was the scene in the lagoon opposite the Strand Hotel during the sailfish races on the Queen's Birthday. Sponsored by the Aruba Boating Club, the race for 12-footers was won by C. F. Bond and the 14-footers by A. R. Buchanan.

ESAKI tabata e escena den e lagoon dilanti Strand Hotel durante e pustamento di sailfish ariba Anja di La Reina. Auspiciá door di Aruba Boating Club, e pustamento pa boto di 12 pia a worde ganá door di C. F. Bond y esun di 14 pia door di A. R. Buchanan.

News

and

Views



LAZLO BOROS happily inspects a clock given him by his fellow LOF workers prior to departure from Aruba on retirement. Looking on are J. M. Rosborough, O. T. Borsch and J. C. Walker.

IN RECOGNITION of their part in making Lago safe, LVS second year students took time out from their scholastic ways for a Palm Beach picnic (left). Classified non-employees, the students did not receive time off on the April 9 safety holiday.

EN RECONOCIMIENTO di nan parti den hacimento di Lago safe, studiantenan di segunda clase a tuma tempo liber for di school pa un picnic ariba Palm Beach (banda robes). Clasificá no-empleado, e studiantenan no a haya tempo liber ariba e dia liber pa seguridad April 9.



ALICIA MACDONALD, 12-year-old daughter of Mr. and Mrs. C. M. McDonald (Mechanical Administration) was crowned Queen of the May at the annual celebration at Lago Heights. Mrs. J. Wever crowned the pretty young lady.

ALICIA MACDONALD, yiu muher di 12 anja di Sr. y Sra. C. M. MacDonald (Mechanical Administration) a worde coroná reina di mayo na e celebracion anual na Lago Heights. Sra. J. Wever a corona e bunita hobencita.



AMONG the many youthful beauties and handsome gentlemen at the Lago Heights May Day festival was this group of gayly dressed youngsters. All seem slightly concerned about their next move especially the little lady on the right who just isn't very happy.

ENTRE e hopi bunita hobencita y elegante hobencitonan na e festiva di mayo na Lago Heights tabatin e grupo di hobennan alegre bistir aki. Tur ta parece un poco concerná cu nan proximo movimiento specialmente e dama chikito na banda drechi kende no ta muntra mucho alegre.